

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 10, 2015, are as follows: Average increases of 9 cents (0.9 percent) for Level 1 and 15 cents (1.2 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2015.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	1193	9.97	14.00	7.33
CASHIER-CHECKER	727	9.17	12.25	7.40
CUSTOMER SERVICE ASST	206	8.79	15.00	7.75
OFFICE CASHIER	25	9.42	14.20	7.75
TELLER	161	12.63	14.31	12.00
DESK CLERK	97	9.01	10.76	8.00
NF - 2				
HEAD SALES PERSON	160	12.95	16.81	10.81
STORE DETECTIVE	34	11.09	15.00	10.00
HEAD CUSTOMER SVC ASST	76	12.56	20.00	11.87
SECRETARY	28	12.47	19.77	10.58
ACCOUNTING TECHNICIAN	26	15.31	18.81	12.43
NF - 3				
DEPARTMENT MANAGER	158	15.86	18.78	13.95

WAGE AREA : #111 Norfolk/Portsmouth/Virginia Beach, Virginia
 ORDER DATE : May 4, 2015
 SURVEY : #030/031-55